

**AsADWG Meeting  
April 10 3-5pm Rm 162B Canyon Complex**

Attendees: Dominic Chan, Yixiang Duan, Hirosha Hoida, Rashi Iyer, Srinivas Iyer, Kien-Yin Lee, Ping Lee, Achala Marathe, Jamal Mohd-Yusof, Jasmine Pan, Min Park, Jen-Chieh Peng, Sam Subbaswamy, Sheila Zhang,

Agenda: May Heritage Month: subcommittee choices: Update of Wang/Tri-Lab issues by Ping Lee; DVO rep attending meetings.

1) May Heritage Month Events

- a) Jasmine Pan gave a progress report on her findings and recommendations for Heritage Month events. There is no Cerro Grande Fire commemoration event this year, so the best choice seems to be to LA County Fair in August. The cost for a 10'x10' space is \$60. Srinivas Iyer volunteers to be the point of contact for the planning of the API contribution; Achala, Rashi, Sam and Sheila will also work on this. Jasmine suggests two speakers for consideration. See her notes (to be attached)
- b) Community Picnic; This event is envisioned as an event for the entire Los Alamos API community (employees, family and friends). No volunteers to lead from those attending but Sam will contact J.C. Laul. Rashi Iyer volunteers to assist. Provisional date is set for Saturday, May 18<sup>th</sup>, 2-5 pm.

2) Ping Lee provides update of Prof Wang status and Tri-Lab issues.

- a) Ping Lee gave a summary of his discussions with Prof. Wang and the status of negotiations to resolve the APAHE boycott. Detail will be distributed at the appropriate time.
- b) In response to a comment by Kien-Yin regarding the lack of hiring power among TSM's, Ping advises that if we have good candidates we should forward the info to him and he can help with recruitment.
- c) Summary of Tri-Lab actions; SNL – security; LLNL – retention/career development; LANL – national image.. so the APAHE boycott is within our task assignment for this. The lab has implemented a joint agreement with UCSB to improve recruiting there and allow LANL staff to take sabbatical there. Similar agreements with UC Irvine and UC Riverside are being developed.

Min is developing a database of UC alumni to leverage UC contacts to improve recruiting at all UC campuses.

Hiroshi recommends an external review committee to track the progress of the Tri-Lab issues.

Ping offers to give periodic updates to the WG on the status of these topics.

Closing comments; Wang has expressed interest in the salary study and there are currently studies underway for all minority groups at the lab.

3) Subcommittee Formation

The current enrollment of subcommittees is as follows;

i) ADP

ii) Tri Lab

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iii) Communication: Joysree, Srinivas

iv) Retention: Hiroshi, John, Sheila, Achala, Deesh, Jasmine, Bob Lin, Yixiang Duan

v) Recruitment: Dominic, Michael, Sheila, Jamal, Rashi

vi) Diversity Awareness: JC, Jasmine

#### 4) DVO Representative

The group unanimously voted to have the DVO representative attend only the first half-hour of each meeting to improve communication with the DVO Office (while retaining confidentiality within the group)

#### 5) Subcommittee Progress Reports

Dominic Chan presented the draft report from the Recruitment Subcommittee. Many good points that were noted in this report were discussed and it was agreed that Dominic will reissue the report with the input from the discussions. Dominic will send the report to the WG Officers and after review this will be distributed to the lab API community. Some of the points raised are: develop a list of conferences in different disciplines where in API recruitment could be promoted; ensure correct information is given out about employment opportunities for non- citizens etc.

Hiroshi & Sam gave a brief overview of the work by the Retention Subcommittee, in particular on the salary review issue. After some discussion, it was agreed that Hiroshi & Sam would meet separately with other volunteers and develop a report similar to the Recruitment Subcommittee report